



OUR PLAN

2019-2021

OUR PURPOSE STATEMENT

'Working together to support the future prosperity and wellbeing of all South Australians.'

OUR OBJECTIVES



OUR PLAN 2019-2021

OBJECTIVE 1 EMPOWER AND TRUST OUR SKILLED, DIVERSE, FLEXIBLE AND COMMITTED PEOPLE

1.1 Creating a connected DTF

ACTION ITEM

- 1.1.a Deliver next round of personal coaching program across DTF
- 1.1.b Provide cross branch opportunities for attendance at interstate conferences (CEDA, IPAA National Conferences)
- 1.1.c Each branch will offer a six-month placement opportunity
- 1.1.d Expand the inter-Treasury exchange program across State jurisdictions
- 1.1.e All managers acknowledge contributions by team members on a regular basis and actively promote staff nominations in the DTF Recognition Awards for their contributions

1.2 Increase diversity across the workforce

ACTION ITEM

- 1.2.a Implement and measure outcomes for the DTF Reconciliation Action Plan (RAP)
- 1.2.b Develop and implement a Disability Access and Inclusion Plan

1.3 DTF recruitment/onboarding processes

ACTION ITEM

- 1.3.a Reinforce the principles of merit-based recruitment and promotion opportunities
- 1.3.b Implement a new DTF induction program
- 1.3.c Implement guidelines and tools to support staff to assess, report and manage bullying incidents

1.4 Improve across-DTF communication and staff engagement

ACTION ITEM

- 1.4.a Support at least two social responsibility programs across DTF each year, which benefit the community
- 1.4.b Conduct quarterly CE/DCE visits to branches

1.5 Review and continue to deliver the Gender Equality in Leadership plan

ACTION ITEM

- 1.5.a Revisit and update the Gender Equality in Leadership plan
- 1.5.b At least one day a month, all Branch Heads and Executives will 'Leave / Arrive Loudly' to highlight the acceptance of flexibility at all levels

1.6 Improve staff capability and wellbeing

ACTION ITEM

- 1.6.a Review performance discussion process with a view to including behaviour-focused measurable outcomes
- 1.6.b Deliver the plan 'Wellbeing for Our People'



Doing the best for ourselves and for others is what makes DTF a great place to work. Consider the following questions about how you 'Make it Count':

- How have you made things better in your work area?
- How have you recognised and supported other staff?
- How do you contribute to making this a great place to work?
- How have you modelled positive behaviours in the workplace?

OBJECTIVE 2 PROMOTE AND SUPPORT RESPONSIBLE BUDGET AND FINANCIAL MANAGEMENT

2.1 Maintain sustainable State finances consistent with the Government's strategic and economic priorities and objectives

ACTION ITEM

- 2.1.a Conduct reviews of government activities to achieve efficiencies and expenditure reform
- 2.1.b Develop, assess and prioritise initiatives as part of the budget process that achieve fiscal, risk and efficiency objectives
- 2.1.c Develop and implement branch-level plans to deliver on DTF savings targets, implement and report on progress

2.2 Communicate the position of the State's finances and related issues

ACTION ITEM

- 2.2.a Hold sessions for agencies on the State Budget and DTF activities, such as Government Accounting and the budget process
- 2.2.b Engage regularly with key industry bodies, lobby groups and businesses

OBJECTIVE 3 DELIVER TIMELY HIGH-QUALITY SERVICES TO MEET THE NEEDS OF OUR CLIENTS

3.1 Client Engagement

ACTION ITEM

- 3.1.a Implement customer service improvement projects across DTF
- 3.1.b Continue to develop government-wide advisory function in relation to accounting and financial management

3.2 Support staff to deliver outcomes for our clients

ACTION ITEM

- 3.2.a Continue staged implementation of Objective and workflows across DTF
- 3.2.b Identify, design, build and launch public facing smart forms with a user-centric design approach
- 3.2.c Modernise corporate processes including removal of paper-based forms

OBJECTIVE 4 COLLABORATE TO DELIVER HIGH-QUALITY ADVICE, POLICY, COMPLIANCE AND REGULATION

ACTION ITEM

- 4.a Provide regular economic and financial reporting and governance advice and briefings to the Treasurer and across Government
- 4.b Implement approved recommendations from SafeWork SA ICAC evaluation
- 4.c Implement approved recommendations from the South Australian Productivity Commission Inquiry into Government Procurement
- 4.d Establish secretariat to support and deliver initiatives of Board of Treasurers
- 4.e Working with other agencies, support delivery of high-risk/strategic projects

OUR VALUES. THE PUBLIC SECTOR VALUES.

OUR COMMITMENT

'We will proudly provide our **Service** to the community and Government of South Australia; and work to get the best results for long-term **Sustainability** for future generations.'

OUR APPROACH

'We will do this by creating solutions together through **Collaboration and Engagement**; and strive for excellence through our **Professionalism**.'

OUR ACTIONS

'We will treat others with **Respect**; and act with **Honesty and Integrity**. We will show our **Courage and Tenacity** by never giving up; and we will have **Trust** in the ability of others.'